

**CITY OF LANSING POLICE AND FIRE
RETIREMENT SYSTEM
BENEFIT PROVISIONS EVALUATED AND/OR CONSIDERED –
(DECEMBER 31, 2013)**

REGULAR RETIREMENT (NO REDUCTION FACTOR FOR AGE):

Eligibility - 25 or more years of service or age 55.

Mandatory Retirement Age – Age 70 for firefighters, age 60 for police groups.

Annual Amount - Police: Final average compensation multiplied by 3.2% times the first 25 years of service (maximum is 80%). Fire: Final average compensation multiplied by 3.2% times the first 25 years of service (maximum is 80%).

Type of Final Average Compensation – Highest consecutive 24 credited months.

EARLY RETIREMENT (REDUCTION FOR AGE): NONE

DEFERRED RETIREMENT (VESTED BENEFIT):

Eligibility – 10 years of service. Payable at age 55.

Annual Amount – Same as regular retirement but based upon service and final average compensation at termination.

DUTY DISABILITY RETIREMENT:

Eligibility – No age or service requirements.

Annual Amount – To age 55 or 25 years of service credit: 2/3 of final average compensation. At age 55: benefit is recomputed to include additional service credit to age 55 and an adjusted final average compensation based on current pay of rank held at retirement. For Fire members, the retiree may request the re-computation at the time he would have had 25 years of service if prior to age 55, instead of age 55. Police members must convert at 25 years of service.

NON-DUTY DISABILITY RETIREMENT:

Eligibility – 10 years of service.

Annual Amount – Computed as regular retirement. Maximum benefit is 2/3 of compensation of either a full paid patrolman or firefighter at date of retirement.

DUTY DEATH BEFORE RETIREMENT:

Eligibility – No age or service requirements.

Benefit Amount - Fire A benefit, equal to 1/3 of the deceased member's Final Compensation, is payable to the widow or widower. In addition, unmarried children under the age of 21 will receive a benefit equal to 1/4 of the deceased member's Final Compensation, divided equally among children.

Benefit Amount - Police A benefit is payable to the widow or widower, equal to the greater of 80% of the deceased member's Final Average Compensation, or 80% of the top paid base salary for the rank the officer held at the time of his or her death. Benefit is paid to surviving children if there is no surviving spouse.

NON-DUTY DEATH BEFORE RETIREMENT:

Eligibility – 10 years of service.

Annual Amount – 50% of regular retirement benefits.

AUTOMATIC DEATH BENEFIT AFTER RETIREMENT:

Spouse's pension equals 50% of regular retirement benefit the deceased retiree was receiving if retired on or after September 1, 1966. Members may elect a reduced benefit, either 93% or 86% of the regular benefit, thereby increasing the spouse pension to 75% or 86% of the regular benefit, respectively.

POST-RETIREMENT BENEFIT ADJUSTMENTS:

One-time benefit increases were granted in 1973, 1984 and 1987. The minimum annual benefit for persons with 20 or more years of credited service (service requirement waived for duty death cases) was increased to \$10,500 (\$5,250 for beneficiaries) in 1994.

Effective January 1, 1995 and each January 1 thereafter, the annual benefit amount will be increased by \$525 for each retiree who meets each of the following conditions:

- 1) The retiree has 25 or more years of credited service, and
- 2) The retiree has attained age 60 as of January 1 increase date, and
- 3) The retiree has been retired at least 6 months as of the January 1 increase date.

The \$525 amount is reduced to \$488.25 (93% of \$525) or \$451.50 (86% of \$525) for retirees who elected the 93% or 86% option forms of benefit, respectively. Spouses of deceased retirees or deceased members are also eligible for benefit increases each January 1 if:

- 1) The deceased retiree or deceased member has 25 or more years of credited service (waived in the case of duty death), and
- 2) The deceased retiree or deceased member would have attained age 60 as of the January 1 increase date, and
- 3) The deceased retiree had been retired or the deceased member has been deceased at least 6 months as of the January 1 increase date.

The spouse's annual benefit increase amount will be either \$262.50 (50% of \$525), \$393.75 (75% of \$525) or \$451.50 (86% of \$525), depending on the form of payment elected by the deceased retiree.